

the Massachusetts

nurse



THE NEWSLETTER OF THE MASSACHUSETTS NURSES ASSOCIATION

Vol. 90 No. 3



ADVOCATE

MNA Members: Rising to the Occasion to Protect All People in These Unprecedented Times



June/July 2020



Massachusetts Nurses Association

Look for us on Facebook & Twitter

On the web: massnurses.org



President's Column



Donna Kelly-Williams

In our time as MNA members, we have never encountered anything like this pandemic. For the last four months, COVID-19 has changed the landscape of our profession, torn at the fabric of society, and revealed the failures of our healthcare system.

Through it all, MNA members have been fixtures of dependability and resiliency. You have cared for the sick, tended to the dying, advocated for patients and families, and fought for the workplace equipment/protec-

tions needed to stay safe while on the job.

Putting all of that into words has proved daunting for me. I want this column to celebrate you, thank you, and remind you that the MNA is always here for you and your patients. Also making this column tough to tackle is the fact I am nearing the end of my term as your MNA president. I am honored to have served in this role for so long, although I never imagined my last months in this position would coincide with a global pandemic. But back to the here and now ...

As I worked with so many MNA members and staff during these last four months, I found myself empowered, humbled, and thankful. But first, I was angry!

I was angry our nation was never prepared for this pandemic. I was angry that most hospitals opted to ration PPE. I was angry when hospitals said decontaminated masks were safe to wear. And I was furious when you were told that, should you get sick, it was your fault and it would be on your time and your dime. Across the board, nurses from every practice area were wronged during this pandemic. And for that, we should all be angry.

But when you are an MNA member, injustice and anger generally lead to empowerment. We are 23,000 strong, and we flexed our muscles as soon as COVID-19 arrived. Immediately, we recommended best practices and plans to Governor Baker via a weekly letter, and we followed up on those letters with calls to Health and Human Services secretary Mary Lou Sudders. Those calls resulted in regular communication with Attorney General Maura Healey. We were on speed dial of elected leaders, and vice versa. This gave us a powerful voice in the public because we continuously shared these same recommendations and letters with the media. Very quickly, we became the voice of frontline healthcare workers, and our voice produced results!

Our fight against the use of decontaminated masks was highly publicized. Our position was always that decontaminated masks must effectively inactivate the pathogen; not degrade the performance of the respirator; and not introduce an additional hazard to workers. We found that no such available method met those standards, and we let hospitals and the media know as much. Eventually, in early June and likely under pressure, the FDA reversed its position on the use of decontaminated masks, saying, "In response to public health and safety concerns about the appropriateness of decontaminating certain respirators ... [we have] decided that certain respirators should not be decontaminated for reuse by healthcare personnel."

Likewise, our fight to win both state and federal "Occupational Presumption Legislation" is well underway. Countless members have contacted their elected leaders demanding passage of this legislation which, should it become law, will presume anyone who contracts the coronavirus and is a frontline worker contracted it at work. This would offer nurses and healthcare professions some protections, including access to workers' compensation benefits.

On top of these state and national efforts, many of you were active in your own hospitals. Nearly every MNA bargaining unit took part in some form of collective action these last four months. There were press conferences, media interviews, petition drives, marches on the boss, and socially distanced pickets. You stood up for what was right and that often resulted in the public shaming of hospital administrators, who then made appropriate course corrections. When course corrections were not made, we took matters into our own hands — for example, securing and distributing thousands of items of PPE to members statewide.

Through it all, we had unimaginable support from the outside. There were monetary donations; in-kind donations; car rallies; social media posts; memes; and more. And, of course, our sisters and brothers from other unions, including police, fire, and the IBEW, always had our backs.

Our role has never been more important, and the public knows that. As the coming months pass by, likely bringing along a second surge of COVID-19, we will continue to follow "The Nurse's Pledge for the 21st Century" (back cover). And, as always, the MNA will continue to support you in your work in every way possible.

In solidarity,

the Massachusetts

nurse

ADVOCATE ISSN 0163-0784: USPS 326-050

President: Donna Kelly-Williams, 2017 – 2020

Vice President: Marie Ritacco, 2019 – 2022

Secretary: Ellen Farley, 2017 – 2020

Treasurer: Nora Watts, 2019 – 2022

Regional Directors, Labor:

Region 1: Mark Brodeur, 2019-2022; Donna Stern, 2017-2020

Region 2: Katie Murphey, 2019-2022; vacant, 2017-2020

Region 3: P. Karen Duffy, 2017-2020; Samantha Joseph-Erskine, 2019-2022

Region 4: Kay Marshall, 2017-2020; Brian Zahn, 2019-2022

Region 5: Joan Ballantyne, 2017-2020; Dan Rec, 2019-2022

Directors (At-Large/Labor): Beth Amsler, 2017-2020; Jillian Brelsford, 2017-2020; Mary Havlicek Cornacchia, 2017-2020; Robin Lucia, 2019-2022; Kathy Reardon, 2019-2022; Betty Sparks, 2019-2022; Colleen Wolfe, 2017-2020

Directors (At-Large/General): Linda Barton, 2019-2022; Karen Coughlin, 2019-2022; Ellen MacInnis, 2017-2020; Victoria Pike, 2019-2022; Beth Piknick, 2019-2022; Seamus Whelan, 2017-2020; Susan Wright Thomas, 2017-2020

Labor Program Member:

Gloria Bardsley, 2017-2020

Executive Director: Julie Pinkham

Managing Editor: David Schildmeier

Editor: Jen Johnson

Layout Design: Chris Doucette

Production Manager: Erin M. Servaes

Published quarterly by the Massachusetts Nurses Association, 340 Turnpike Street, Canton, MA 02021. Periodical postage paid at Canton, MA and additional mailing offices.

Postmaster: Send address corrections to Massachusetts Nurse, Massachusetts Nurses Association, 340 Turnpike Street, Canton, MA 02021.



Massachusetts
Nurses
Association



Massachusetts Nurses Association Statement on the Murder of George Floyd and Our Nation's Problem: Systemic Racism

The Massachusetts Nurses Association Board of Directors – 28 front-line nurses and health care professionals elected by their colleagues – has issued the following statement on the Murder of George Floyd and the systemic racism within our nation.

“The Massachusetts Nurses Association stands in sorrow and grieving for the family of our brother, George Floyd, who was murdered at the hands of the Minneapolis police officers whose direct actions and inactions lead to his death. Mr. Floyd’s death is yet one more in a too-familiar pattern of tragic reminders that the work of making America a just nation remains unfinished.

“We stand in solidarity with the millions of people and numerous labor organizations demanding justice for George Floyd, Ahmaud Arbery, Breonna Taylor, and countless other individuals, families, and communities – including our own union members – harmed and impacted by systemic racism and violence. We live in daily fear for our sons, daughters, and other loved ones who are subjected to racial violence in all its forms.

“As nurses and healing professionals dedicated to the humanistic provision of socially essential care and the alleviation of suffering, we recognize institutional racism and the systematic oppression of communities of color as both a crisis in public health and a pervasive obstacle to achieving the goals of our work in both nursing practice and in the labor movement.

“In nursing practice, we bear first-hand witness to the health consequences of disparities: the social, economic, institutional, physical, and psychological violence perpetrated



against black people and people of color, working-class people, and all members of society who are socially devalued and systemically assaulted. The Massachusetts Nurses Association takes seriously our charge to be vocal advocates for the health and safety of the vulnerable members of our communities.

“We bear first-hand witness to the disparities that the COVID-19 pandemic has revealed and brought into sharper focus. We have struggled to save the lives of all of our patients while coming face-to-face with the fact that essential workers belonging to already vulnerable communities, in particular communities of color, have fallen ill and lost their lives at devastatingly high and disproportionate rates.

“To echo the sentiments of our brothers and sisters of the AFL-CIO, we are facing a crisis on three fronts: a global pandemic, an economic depression, and a living legacy of structural oppression. Racism continues to threaten the lives of many of us, tear at the integrity of our movements, and disrupt the work of our organizations. It is a matter of both duty and survival for us to rise in support of one another, to demand justice, and to challenge those who would seek to separate and defeat us.

“We close with the same words issued by the Teamsters union on behalf of all their members, police officers and others, who stand shoulder to shoulder in demanding justice: “On behalf of this great union, we send our condolences to the family of Brother George Floyd, and may justice prevail.” ■



Photo credit: New Bedford Guide

Photo credit: New Bedford Guide

Massachusetts Nurses Association 2020 General Election Ballot

President, Labor, (vote for 1 for 3 years)

Patricia Comeau
Katie Murphy
Claire O'Connell
Marie Ritacco

Secretary, Labor, (vote for 1 for 3 years)

Joan Ballantyne
Trish Powers

Director, Labor*, (vote for 5 for 3 years - one per Region)

Region One: Donna Stern
Region Two: Catherine Mysliwicz
Region Three: Karen Duffy
Region Four: Haruna "Mali" Maliani
Elizabeth Mulholland
Region Five: Terri Jamros
Ellen MacInnis

Director At-Large, General, (vote for 3 for 3 years)

Beth Amsler
Ellen Farley
James McCarthy
Seamus Whelan
Susan Wright-Thomas

Director At-Large, Labor*, (vote for 4 for 3 years)

Joan Ballantyne
Emma Dragon
Connie Gasset
Donna Guiney
Mary Havlicek Cornacchia

Labor Program Member who is a non-RN Health Care Professional, (vote for 1 for 3 years)

Gloria Bardsley

Nominations Committee, (vote for 5 for 3 years - one per Region)

Vacant

Bylaws Committee, (vote for 5 for 3 years),

Vacant

At-Large Position in Regional Council (vote for 2 for 3 years)

Region One:
Region Two: Beth Amsler
Region Three: P. Karen Duffy
Region Four:
Region Five:

*General means an MNA member in good standing and does not have to be a member of the labor program. Labor means an MNA member in good standing who is also a labor program member.

Ballots will be mailed no later than August 4.

Deadline for ballots to be received is September 4.

Bios of candidates for MNA office, 2020

President, Labor

PATRICIA COMEAU, RN

Methuen, MA

Employment: Methuen Public Schools

Education: AS/Nursing, North Shore Community College, 1978; Graduated/Licensed, Tewksbury Hospital School Practical Nsg, 1975

Present/Past MNA Activities: Chairperson Regional Council 4

Running in this election for President, to represent the interests of the diverse members of this great organization, has been a passion of mine for quite some time. I believe strongly in the power of this organization to safeguard the profession of nursing and the health care of the patients we serve. The basic unit of the MNA, the Regional Councils, are vital to the health of our organization, providing a strong local connection to the bargaining units. Leadership needs to be in touch with and responsive to local issues of nurses. I would be honored to have your vote. I will work tirelessly to support you, "the member". Let's take this organization into the future of our goals and vision.

KATIE MURPHY, MSN, RN, CCRN, CNRN

Framingham, MA

Employment: BWH

Education: MSN, Framingham State University, 2012; BSN, Boston University, 1982; ASN, Vermont College, 1975



Present/Past MNA Activities: Board of Directors, BWH, Committee, Region 2

The challenges our Association has faced, including the campaign on Question 1 and the battle to protect our patients, ourselves, and our families during this pandemic could have staggered a weaker organization. I believe we have emerged stronger and more unified in our purpose: to work in an environment that shows respect and protection for its workers and delivers the best care to our patients. As we move forward, I have the experience and am prepared to build on our strengths, recognize challenges, expand coalitions, and continue to advocate tirelessly for our patients, our members, and our communities.

I have represented you on the Board of Directors for ten years. As Vice-Chair of the Political Action Committee I have been active in choosing legislators who support us. I have testified on Beacon Hill numerous times on matters from safe staffing to access to healthcare. As a frequent debater on Question 1, I faced off against hospital executives. My service on two bargaining unit committees: Brigham & Women's and MetroWest Medical Center, has given me insight into the needs of our largest academic medical centers and our for-profit community hospitals. I believe in solidarity and the need to support each other and have stood with union members on picket lines from Western Mass to Cape Cod. I will bring these experiences to the role of your President and be a voice for all members. I would be honored to serve as your President, and I respectfully ask for your vote.

CLAIRE O'CONNELL, RNC

Norwood, MA

Employment: Brigham & Women's Hospital

Education: Diploma, St Elizabeth's School of Nursing, 1988



MARIE RITACCO, RN, VP MNA

Auburn, MA

Employment: St Vincent's Hospital

Education: ADN, Quinsigamond College, 1983

Present/Past MNA

Activities: MNAV, Past BOD Member, Reg 2 Board Member, Grievance Chair SVH

Being part of a union is no longer a luxury, but rather a necessity, for the working class. These unprecedented times have made it clear that we must continue to align ourselves with other stakeholders, with whom we share common goals.

As MNA vice president, I have strived to assist in improving working conditions for all MNA members. It is gratifying to know that these efforts have positively impacted conditions for non-unionized nurses as well.

Presently, our most challenging goal is providing for safety in the workplaces of our members during the pandemic. No greater concern exists for our union than the well-being of RNs working in the midst of this crisis. The dedication shown by our members



to their patients must be met with our vigilant efforts to ensure that MNA nurses have appropriate PPE at the bedside. This has been a top priority of our union since the beginning of the pandemic, and will remain so, if I am elected president. Other top priorities for me include; supporting efforts to achieve safe staffing standards, and building a diverse, mobilized and vibrant membership.

After two decades of service to our union, I remain extremely passionate about our work together. I am committed to the principles of a fair and just society and deeply believe in our ability to shape the narrative that impacts our endeavors, not only at the bargaining table but also in our daily lives. I respectfully ask for your vote for the presidency of the MNA.

SECRETARY

JOAN BALLANTYNE, RN

Mansfield, MA

Employment: Norwood Hospital

Present/Past MNA Activities: BOD, Labor R5, Region 5 Chairperson

My name is Joan Ballantyne, I am a critical care nurse at Norwood Hospital. I am asking for your vote today to allow me to continue working for the nurses of Massachusetts. I believe the bedside RN should have the power and the voice to speak out for patients, coworkers and themselves.

If we don't look out for each other and support one another who will, if we don't speak out for our patients who will and if we don't fight for what we know to be just and fair who will. As the cochair of my bargaining unit and active member of the board of directors I have been fighting for and will continue to make the voice of nurses across the commonwealth be heard.

TRISH POWERS, RN

Braintree, MA

Employment: Brigham & Women's Hospital

Education: Diploma, New England Baptist SON, 1985

Present/Past MNA Activities: Chairperson MNA/Brigham & Women's Hospital-current

I am running for Secretary because now more than ever with this world pandemic we need strong nursing leaders. We must never again be in a situation of going to battle without any weapons / PPE. I have been a strong voice over the years as the Chairperson at the Brigham and Women's Hospital and it's 3600 union nurses for safe staffing, fair wages, health insurance, guaranteed pensions and a safe and secure workplace. I feel I can be an advocate for All MNA Nurses fighting for both us and our patients. We do not know what the future holds as we continue to fight Covid 19 but we do know that Healthcare systems will try to reduce benefits and staffing and put profits before safe nursing care.



We must stand strong as we have this the Year of the Nurse and assure that nurses are able to support their families, protect themselves and patients while continuing to advance their wages and strengthen their benefits and pensions. Thank you for your consideration as I ask you for your vote.

DIRECTOR, LABOR

Region 1

DONNA STERN, RN

Hadley, MA

Employment: Baystate Franklin Medical

Education: BSW, UMass Amherst, 2005; MSW, Boston College, 2002; BS Rehabilitation, University of ME @ Farmington

Present/Past MNA Activities: Sr co-chair BFMC, Jr co-chair BFMC, Membership chair BFMC, MNA BOD, NENA BOD

Region 2

CATHARINE MYSLIWIEC, RN, BSN

Worcester, MA

Employment: UMass Memorial-Memorial Campus

Education: BSN, Worcester State University, 2016; ADN, Becker College, 2007

Present/Past MNA Activities: Co-chair-current, Region 2 council-current, Secretary 2019

Region 3

P. KAREN DUFFY, BSN, RNC-OB

Marshfield, MA

Employment: Signature Healthcare Brockton Hospital

Education: BSN, Stonehill College, 1988; RN, Massachusetts Community College, 1984

Present/Past MNA Activities: Board of Directors, Regional director-3, Vice-chair-Region 3, PAC, Awards Committee, Bargaining Committee-Brockton Hospital

In these last turbulent four years that I have served on the Board of Directors, nursing has encountered the defeat of question one for safe staffing to Covid 19. We have endured the stream lining of staff, closure of essential services, maternity, pediatrics, mental health, and the lack of PPE travesty. Nursing has taken a full frontal assault of our livelihood, health, and well being.

In 2018 in the question one campaign the hospitals saturated the public with commercials, signs, and rhetoric against nurse safe staffing and the cost to health care it would entail. The public believed them and voted against nursing to save their healthcare.. We are working with the result. In 2020, we are healthcare heroes to the public sacrificing ourselves for our patients because it is the job we do. We are showered with all kinds of donations of food, coffee, heart signs in windows, and fly overs by the military of our hospitals.

This is not what we want. We deserve better. We deserve a safe working environment with equitable workmans comp from exposure to Covid 19. We

deserve PPE to the standards that were set forth before Corona. We deserve legislation to make the hospitals accountable for their "caught with pants down" management of the Corona crisis which has endangered the health of nurses and their families. I am running for this office because it is my belief by serving on the MNA board that in union we can make the nursing profession what we deserve..

Region 4

HARUNA "MALI" MALIANI, BSN, RN

Andover, MA

Employment: Commonwealth of Mass

Education: BSN, UMass Boston, 2010

Present/Past MNA Activities: Unit 7 Tewk Vice chair, Region 4

ELIZABETH MULHOLLAND, RN

Tewksbury, MA

Employment: Tewksbury Hospital

Education: MSN, UMass Lowell, 2002

Region 5

TERRI JAMROS, RN

North Weymouth, MA

Employment: Brigham & Women's Hospital

Education: ADN, Quincy College, 1990



ELLEN MACINNIS, RN

Brighton, MA

Employment: St. Elizabeth's Medical Center

Education: ADN, Mass Bay Community College, 1987

Present/Past MNA Activities: St. Elizabeth's Committee member, St Elizabeth's Grievance chair As a Staff Nurse in the emergency department of a hospital owned by a for-profit health care company, I know that were it not for us, the Massachusetts Nurses Association, and our sisters and brothers in the unionized labor work force, there would be much more suffering and sacrifice at the altar of profit.

As a Labor Director on the Board of the MNA, my mission is to bring justice and fairness to patients, their families, those of us caring for them and the public; to speak out and draw attention to the need for an equitable distribution of precious resources and a sustainable, reliable safety net for all. I would like to be elected to an additional term so I may continue this most worthy endeavor.

I will continue to work with Karen Coughlin on the Work Place Violence Task Force to achieve safe environments for patients and health care workers across the Commonwealth. I will continue to go to Beacon Hill and City Hall whenever necessary to advocate for legislative action in keeping with MNA goals and concepts. I will continue to provide leadership and advocacy for my peers and patients at St. Elizabeth's Medical Center and go, whenever called upon, where ever people need to see blue and know the MNA is present and ready to defend the rights of patients and nurses everywhere. When we fight together, no one is alone.

Director At-Large General

BETH AMSLER, RN

Ashland, MA

Employment: Retired

Education: Diploma, The Jewish Memorial Hospital School of Nursing, 1969

Present/Past MNA Activities: MNA BOD 2008-2012, 2013-present, Past Vice-chair Newton-Wellesley BU 2012-; 2014, MNA-PAC-2004-present-treasurer 2018-present

I have been a nurse for over fifty years, and a member of the MNA since 1982, and on the Board of Directors for over ten years. I am running again because I want to continue doing the work of the Board to support our frontline nurses and to fight for the issues that affect our patients and our practice.

ELLEN FARLEY, BSN, RNC

Middleborough, MA

Employment: Retired, May 1, 2020 Taunton State Hospital

Education: BSN, University of Massachusetts; AD, Bristol Community College, 1979

Present/Past MNA Activities: MNA BOD Secretary, Present MNA Ethics Committee, MNA Workplace Violence Taskforce, Executive Vice Chair MNA Unit 7, Executive Board, Past Vice Chair Taunton State Hospital

I have the privilege of being your current MNA Secretary for the past several years, and I'm seeking re-election to the position of Director At Large, General. I have been a dedicated MNA member for several decades and have been practicing nursing for more than 40 years. I wish to remain an active member to assist in pushing forward reducing workplace violence, improving staffing levels, and those things that our nurses need in our current Healthcare system. I have testified several times at the State House and will continue to push our issues but as we have all have learned, we must advocate and educate our legislators about nursing issues and what is really needed. I'd like to express my gratitude for having served our nurses for many years and would appreciate your vote, so I may continue to do so.

JAMES MCCARTHY, BSN

Norwood, MA

Employment: Brigham & Women's Hospital

Education: BSN, Framingham State University, 2016; Assoc. Degree, Laboure College

Present/Past MNA Activities: BWH MNA Committee Member

My name is James McCarthy RN, BSN and I would like to submit my application to serve on the Board of the MNA as Director At Large General in the



upcoming election.

As to my background I graduated from Laboure College in 2004 and have been a nurse at Brigham and Woman's Hospital for the past 15 years. During that time, I have worked in in several departments including medical surgery, thoracic ICU and currently in the PACU. Back in 2013 I had the honor of being appointed to and subsequently elected as a MNA Committee member for the nurses of the Brigham and Woman's Hospital. Being part of the committee has been and continues to be a learning experience to me as to how important the MNA is in make strides for patient safety and nurses working conditions.

During my years at the hospital as a nurse in the ICU, PACU and currently in the Covid ICU I've seen the impact the committee can make to the nurses at the Brigham. As a natural evolution of this I'd like to continue to help improve the working conditions for all the nurses in the state of Massachusetts by serving on the Board.

SEAMUS WHELAN, RN, BSN

West Roxbury, MA

Employment: Cambridge Health Alliance

Education: Baccalaureate Degree in Nursing, UMass Boston, 2002; Diploma in Nursing, Somerville Hospital, 1999

Present/Past MNA Activities: BOD At-large General, Unit Rep CHA

The COVID 19 pandemic demonstrates to us the inadequacies of our healthcare system. Years of cuts and austerity and the placing of profits for wealthy healthcare corporations and pharmaceutical companies over staff safety and patient care is clear for all to see. Our hospital administrators, healthcare executives and political leaders now want to return to business as usual. We cannot return to the policies and practices that unnecessarily turned a difficult situation caused the coronavirus into an historic disaster.

I am seeking your support for MNA office so I can advocate and push for a stronger collective response by nurses organized through MNA to meet the challenges of the difficult period that lies ahead. Real change can only be achieved through struggle and our power and ability to achieve these necessary changes will need an activated and mobilized membership. It also requires bold leadership and a vision that is confident and prepared to build a larger movement of nurses and our allies.

I will fight to build a stronger MNA that will campaign for what we need to take care of our patients including safe staffing, Medicare for All and safer workplaces where nurses and patient are protected. As essential frontline workers we should be given the necessary resources and support like PPEs, expanded testing and contact tracing so we can safely carry out this essential work.



SUSAN WRIGHT-THOMAS, MSN, RNC

Hull, MA

Employment: Cambridge Hospital

Education: MSN, Worcester State University, 2016; Diploma, Brockton Hospital School of Nursing, 1993



Present/Past MNA Activities: Board of Directors-Director (Exec Cte), Cambridge Hospital BU-Grievance Chair, Cambridge Hospital Representative to R5, Chair Awards Committee

I am running for re-election to the MNA Board of Directors because I so value the opportunity to continue as an elected leader in the professional organization and union that has made such a difference in my ability to practice safely and effectively as a Nurse. I believe also that MNA activism gives me essential context and support in my commitment to teach my students, our future colleagues and heirs to our tradition of social justice and advocacy, to become true Nurse Leaders at the bedside.

While the Question #1 campaign was bruising, challenging, and we have not yet won our staffing goals, we can proudly say, "We fought with honor, we have not gone away, and we will fight another day." I think we learned important lessons and honed skills that have helped us to turn to honestly evaluating our organization, recognizing our assets, and developing opportunities. We we will become MNA 2025, and I look forward to this work.

I currently serve my home bargaining unit at The Cambridge Hospital as Grievance Chair, a member of the negotiating team, and as a member of the Organizing Subcommittee; on the Region Five Council as my bargaining unit representative; and in one of my very favorite roles on the BOD as Chair of the Awards Committee. I promise to listen to you and to take responsibility for my decisions on your behalf. I will continue to share in our mission whatever your decision. I ask for your confirmation and your vote.

Director At-Large Labor

JOAN BALLANTYNE, RN

Mansfield, MA

Employment: Norwood Hospital

Present/Past MNA Activities: BOD, Labor R5, Region 5 Chairperson

My name is Joan Ballantyne, I am a critical care nurse at Norwood Hospital. I am asking for your vote today to allow me to continue working for the nurses of Massachusetts. I believe the bedside RN should have the power and the voice to speak out for patients, coworkers and themselves.

If we don't look out for each other and support one another who will, if we don't speak out for our patients who will and if we don't fight for what we know to be just and fair who will. As the cochair of my bargaining unit and active member of the

board of directors I have been fighting for and will continue to make the voice of nurses across the commonwealth be heard.

EMMA DRAGON, RN

Hadley, MA

Employment: Cooley Dickinson Hospital

Education: Masters in Emergency and Disaster Mgmt, American Public University, 2016; RN to BSN, UMass Amherst, 2011; RN-Associates Degree, Springfield Technical Community College, 2007

Present/Past MNA Activities: Region 1 Council member, Chair-Cooley Dickinson MNA Unit-2019-present

My name is Emma Dragon, but I feel most comfortable addressed as "Dragon".

There are many things that are important to me including: 1) Workplace Violence & Safety 2) Labor Voice and Empowerment 3) and Effective Democratic Representation of it's Membership

I believe that every member has a voice, and that everyone deserves being heard. I will bring my tenacity, "realness", in fatigable commitment to projects, belief in diversity as a strength, and empathy to the table.

I began nursing in 2007 following graduating with my Associates degree. Since that time, I have had the opportunity to obtain my BSN through UMASS, and a Masters Degree in Emergency and Disaster Management. I maintain my Certification in Emergency Nursing and continue to maintain active employment and inpatient work at Cooley Dickinson Hospital in the Behavioral Health and Emergency Departments. I have been a member of the Cooley Dickinson MNA Committee since 2016 as well as a seat on the Region 1 Council for MNA since 2019. Currently I am in the UMASS – Graduate Labor Leadership and Administration program in the pursuit for increased knowledge to strengthen our union presence and effectiveness on a local and regional level. I remain hopeful to have the opportunity to apply this to the State level upon being elected to this position.



a larger body. I hope being a member of the Board of Directors will allow me to fight harder, in a larger body, for the rights of Nurses as well as empower us to provide our patients with safe excellent care.

DONNA GUINEY, RN

Chelmsford, MA

Employment: Tewksbury Hospital

Education: ASN, Tidewater CC, 1993; BSN, Salem State, 2008

Present/Past MNA Activities: Unit 7 E Board

MARY HAVLICEK CORNACCHIA, BSN, RN

Westborough, MA

Employment: Tufts Medical Center

Education: BSN, Fitchburg State College, 1988

Present/Past MNA Activities: Current Director at Large, Labor BOD 2017-2020,

It has been an honor to sit on the MNA Board of Directors since being appointed late in 2017. I am the co-chair of the bargaining committee at Tufts Medical Center, a position I have maintained for over 10 years. As scheduling allows, I sit on the Congress of Health and Safety at the MNA. My history includes being a bedside staff nurse for more than 25 years and now in the operating room for the last seven years, all at Tufts. Both of these jobs and my position on the bargaining committee serve to keep my finger on the pulse of the needs of staff nurses across the facility, issues which are indigenous to many facilities across the state. Sitting on the board of directors has given me an even greater perspective of issues faced by nurses around the state. It has given me a greater chance to use my voice as an advocate for nurses and the safety of our patients. In the midst of planning for MNA 2025, we have been thrust in to this pandemic of major proportions, and have boldly brought forward the egregious disparities of preparedness of health care facilities around the state, and highlighted the danger to health care workers, and provided strong recommendations to advocate for the safety of all at the frontline. It would be an honor to remain committed to advocating for each of you. I would appreciate your vote for the position, Director At Large, Labor

Labor Program

GLORIA BARDSLEY, OTR

Oxford, MA

Employment: Commonwealth of MA DDS/CRS

Education: Bach-O.T, Worcester State College, 1998

Present/Past MNA Activities: Board of Directors, Unit 7 Executive Board, Region 2 Council Delegate

Present MNA Activities: MNA BOD, Unit 7 E-Board Member, Region 2 Council, Co-chair DDS/CRS

I am an Occupational Therapist working in the public sector. I have been an active participant in our union for the past 21 years and I am asking to be reelected to a seat on the BOD. I feel strongly

about member participation and the importance of taking an active role in our union. The union is only as strong as its individual members, working collectively, to achieve a common goal or vision. I have always worked collaboratively with RNs and other allied health care professionals to promote improved working conditions for fellow staff members and the individuals we serve. I would appreciate your support in allowing me to continue to serve as your union representative.

NOMINATIONS COMMITTEE

Vacant

BYLAWS COMMITTEE

Vacant

AT LARGE REGIONAL COUNCIL

Region 2

BETH AMSLER, RN

Ashland, MA

Employment: Retired

Education: Diploma, The Jewish Memorial Hospital School of Nursing, 1969

Present/Past MNA Activities: MNA BOD 2008-2012, 2013-present, Past Vice-chair Newton-Wellesley BU 2012-; 2014, MNA-PAC-2004-present-treasurer 2018-present

I have been a nurse for over fifty years, and a member of the MNA since 1982, and on the Board of Directors for over ten years. I am running again because I want to continue doing the work of the Board to support our frontline nurses and to fight for the issues that affect our patients and our practice.

Region 3

P. KAREN DUFFY, BSN, RNC-OB

Marshfield, MA

Employment: Signature Healthcare Brockton Hospital

Education: BSN, Stonehill College, 1988; RN, Massachusetts Community College, 1984

Present/Past MNA Activities:

Board of Directors, Regional director-3, Vice-chair-Region 3, PAC, Awards Committee, Bargaining Committee-Brockton Hospital

In these last turbulent four years that I have served on the Board of Directors, nursing has encountered the defeat of question one for safe staffing to Covid 19. We have endured the stream lining of staff, closure of essential services, maternity, pediatrics, mental health, and the lack of PPE travesty. Nursing has taken a full frontal assault of our livelihood, health, and well being.

In 2018 in the question one campaign the hospitals



CONNIE GASSETT, RN

Boston, MA

Employment: Brigham & Women's Hospital

Education: BSN, University of Delaware, 1973

Present/Past MNA Activities: Member BWH Committee for >20 yrs

I have been a Registered Nurse for 46 years and have spent my career at Brigham and Women's in Women's Health. Throughout my career I have been involved with the MNA, first aiding getting the MNA voted in @ Boston Women's Hospital and for over the last 20 years I have been a member of the Brigham and Women's bargaining Committee and have been proud to have represented such a wonderful group of dedicated Nurses. I hope to be able to fight for Nurses rights and bring our concerns to

saturated the public with commercials, signs, and rhetoric against nurse safe staffing and the cost to health care it would entail. The public believed them and voted against nursing to save their healthcare. We are working with the result. In 2020, we are healthcare heroes to the public sacrificing ourselves for our patients because it is the job we do. We are showered with all kinds of donations of food, coffee, heart signs in windows, and fly overs by the military of our hospitals.

This is not what we want. We deserve better. We deserve a safe working environment with equitable workmans comp from exposure to Covid 19. We deserve PPE to the standards that were set forth before Corona. We deserve legislation to make the hospitals accountable for their "caught with pants down" management of the Corona crisis which has endangered the health of nurses and their families. I am running for this office because it is my belief by serving on the MNA board that in union we can make the nursing profession what we deserve..

NENA DELEGATE, LABOR

JOAN BALLANTYNE, RN

Mansfield, MA

Employment: Norwood Hospital

Present/Past MNA Activities:

BOD, Labor R5, Region 5 Chairperson

My name is Joan Ballantyne, I am a critical care

nurse at Norwood Hospital. I am asking for your vote today to allow me to continue working for the nurses of Massachusetts. I believe the bedside RN should have the power and the voice to speak out for patients, coworkers and themselves.

If we don't look out for each other and support one another who will, if we don't speak out for our patients who will and if we don't fight for what we know to be just and fair who will. As the cochair of my bargaining unit and active member of the board of directors I have been fighting for and will continue to make the voice of nurses across the commonwealth be heard.

KAREN COUGHLIN, RN, BC

Mansfield, MA

Employment: Retired

Education: Harvard Trade Program, 2017; ADN, Massachusetts Community College, 1984, 1984

Present/Past MNA Activ-

ities: Current Director at-large General/MNA BOD, Current NENA Delegate, Current Region 5 MNA Representative, on Greater Boston Labor Council, Executive Board, Past Vice President 2010-2019, Chair MNA Political Action Committee, Chair, MNA Workplace Violence & Abuse Prevention Task Force Over the last several years, we have learned that the issues that we face here in Massachusetts are



common to nurses and healthcare workers across this country. It's clear that we need to be united in promoting best practices in the provision of patient care, whether that is advocating for safe patient limits or demanding the resources and equipment to safely take care of our patients, our families or ourselves (especially as seen during this pandemic). As noted on the MNA website, NENA was created in response to the increasing calls from nurses and healthcare professionals in the Northeast region for a means to organize collectively. NENA advocates for best practices in the provision of patient care, representation in collective bargaining, and the support of legislation and initiatives to advance the interests of its members and the patients for whom they care.

I have served in many capacities as an MNA representative. I was local bargaining unit Chair at Taunton State Hospital, Vice Chair of MNA Unit 7 Executive Board, and for 10 years was your MNA Vice President (2010-2019). I am currently an MNA BOD member, a NENA delegate, Chair of the MNA PAC, Chair of the MNA Workplace Violence Task Force, member of the MNA Finance Committee, and the Executive Board of the Greater Boston Labor Council.

I believe that the breadth of my experience would be helpful in pursuing our common goals. I respectfully ask for your vote for NENA delegate.

This message only conveys the statements and views of the individual(s) who composed the message. The Massachusetts Nurses Association MNA is only distributing the messages from a candidate(s) or a supporter(s) relating to the election of certain officers and members of the MNA Board of Directors. Nothing in the message or any position of it should be considered a statement from the MNA, a position of the MNA, or an endorsement by the MNA.



My name is Claire O'Connell and I am running for President of Labor, MNA because the MNA needs a strong nursing leader. We've had that in Donna Kelly Williams, and I feel confident that I can continue in her footsteps.

During the early months of this ongoing pandemic, I spent 10 weeks on the Covid SPU/ICU.

Those weeks I consider among the

most memorable of my 32 year career as a nurse at Brigham and Women's Hospital. The majority of those years (just over 20), I spent in the Burn/Trauma ICU. I have worked on a Med/Surg floor for 7 years and currently in the PACU/Periop area.

With everything happening in the world today, especially the Covid pandemic, PPE has become one of the most important issues. We need to make sure that each and every nurse is properly equipped. I have been facilitating the acquisition of these materials for and from our 3600 nurses and communities. Utilizing our social media pages, we obtained enough PPE to fill 2 storage units. I also assisted in the purchase of 20,000 kn95 masks. I then organized the distribution so that the masks reached the nurses at Brigham and Women's Hospital. By coming together as we did, we ensured that we protected ourselves and each other.

I seek this MNA Presidency knowing what it entails and what it demands. I have served as a Union Rep at BWH for a number of years. Nurses have sought my guidance on issues ranging from investigatory meetings to simple questions about their contracts. My seat on the grievance committee has allowed nurses the chance to be heard.

I have testified at the State House on numerous occasions and in front of the Health Policy Commission arguing for safe staffing and ICU laws. I was involved with Question 1 and working to get it passed. Although unsuccessful in this endeavor, it was hard fought by the MNA.

At the present time I am the treasurer of the Brigham and Women's Bargaining committee.

My years of experience have given me the tools to advocate for all MNA nurses. Fighting for the safety of nurses I see as fighting for the safety of patients.

I am asking for your help in accomplishing this goal. I am asking for your vote for MNA President.

Thanks you for your consideration.

Claire O'Connell RNC
Brigham and Women's Hospital
Boston, Ma.

Vote Marie Ritacco, RN For



President of MNA

Marie has been a loyal and active member of The Massachusetts Nurses Association for over two decades. She has been involved in most negotiations at St. Vincent Hospital in Worcester and has been their Grievance Chair for 15 years.

I believe in a democratic union of nurses that embraces its diversity and rich history of activism, to improve, not only our working conditions, but also the health of our community. I am committed to ensuring safer staffing for all Massachusetts nurses in their work places. I am a fierce proponent of all workers being able to enjoy the fruits of their labors with a fair and stable pension in retirement. I believe that nurses must use their status as the most trusted members of our communities, to fight for equal rights. Healthcare is a human right. We need a system that provides universal coverage and access to quality care for all. We, as RNs, have a vital role to play in this endeavor. It is our duty to use our collective power and voice to support social and racial justice. I believe that together we will achieve our mission. I would be honored to earn your vote in our upcoming elections. In Unity, Marie Ritacco

KATIE MURPHY

★ ★ ★ ★ ★ *for* **President of MNA** ★ ★ ★ ★ ★

LEADERSHIP, EXPERIENCE, COMMITMENT

Katie has demonstrated long-standing leadership and advocacy in the MNA and her clinical, professional, and legislative experience make her the best candidate to stand up for all of us.

- ★ MNA Board of Directors since 2010
- ★ MNA Political Action Committee
- ★ MNA Brigham & Women's Negotiating Committee
- ★ MNA MetroWest Medical Center Negotiating Committee
- ★ Past-President Framingham League of Women Voters
- ★ Past Chair Framingham Board of Selectman
- ★ Past Chair Framingham Finance Committee



I'm supporting Katie because she is the leader we need!



“Let My Experience Work for You!”

★ ★ ★ This August, please cast your ballot for **Katie Murphy**. ★ ★ ★
Katie will provide the leadership the members of MNA require.

Notice to members and non-members regarding MNA agency fee status In private employment under the National Labor Relations Act

This notice contains important information relating to your membership or agency fee status. Please read it carefully.

Section 7 of the National Labor Relations Act gives employees these rights:

- To organize
- To form, join or assist any union
- To bargain collectively through representatives of their choice
- To act together for other mutual aid or protection
- To choose not to engage in any of these protected activities

You have the right under Section 7 to decide for yourself whether to be a member of MNA. If you choose not to be a member, you may still be required to pay an agency fee to cover the cost of MNA's efforts on your behalf. If you choose to pay an agency fee rather than membership dues, you are not entitled to attend union meetings; you cannot vote on ratification of contracts or other agreements between the employer and the union; you will not have a voice in union elections or other internal affairs of the union and you will not enjoy "members only" benefits.

Section 8(a)(3) of the National Labor Relations Act provides, in pertinent part:

It shall be an unfair labor practice for an employer –

- (3) by discrimination in regard to hire or tenure of employment or any term or condition of employment to encourage or discourage membership in any labor organization: Provided, that nothing in this Act, or in any other statute of the United States, shall preclude an employer from making an agreement with a labor organization ... to require as a condition of employment membership therein on or after the thirtieth day following the beginning of such employment or the effective date of such agreement, whichever is the later. If such labor organization is the representative of the employees as provided in Section 9(a), in the appropriate collective bargaining unit covered by such agreement when made...

Under Section 8(a)(3), payment of membership dues or an agency fee can lawfully be made a condition of your employment under a "union security" clause. If you fail to make such payment, MNA may lawfully require your employer to terminate you.

This year, the agency fee payable by non-members is 95 percent of the regular MNA

membership dues for chargeable expenditures. Non-members are not charged for expenses, if any, which are paid from dues which support or contribute to political organizations or candidates; voter registration or get-out-the-vote campaigns; support for ideological causes not germane to the collective bargaining work of the union; and certain lobbying efforts. MNA has established the following procedure for non-members who wish to exercise their right to object to the accounting of chargeable expenditures:

1. When to object

Employees covered by an MNA union security clause will receive this notice of their rights annually in the *MassNurse*. If an employee wishes to object to MNA's designation of chargeable expenses, he or she must do so within 30 days of receipt of this notice. Receipt shall be presumed to have occurred no later than three days after the notice is mailed to the employee's address as shown in MNA's records.

Employees who newly become subject to a contractual union security clause after September 1, or who otherwise do not receive this notice, must file any objection within 30 days after receipt of notice of their rights.

MNA members are responsible for full membership dues and may not object under this procedure. MNA members who resign their membership after September 1 must object, if at all, within 30 days of the postmark or receipt by MNA of their individual resignation, whichever is earlier.

Objections must be renewed each year by filing an objection during the appropriate period. The same procedure applies to initial objections and to renewed objections.

2. How to object

Objections must be received at the following address within the 30-day period set forth above:

Massachusetts Nurses Association
Fee Objections
340 Turnpike Street
Canton, MA 02021

Objections not sent or delivered to the above address are void.

To be valid, objections must contain the following information:

- The objector's name
- The objector's address
- The name of the objector's employer
- The non-member's employee identifica-

tion number

- Objections must also be signed by the objector

Objections will be processed as they are received. All non-members who file a valid objection shall receive a detailed report containing an accounting and explanation of the agency fee. Depending on available information, the accounting and explanation may use the previous year's information.

3. How to challenge MNA's accounting

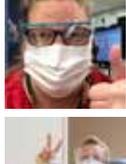
If a non-member is not satisfied that the agency fee is solely for chargeable activities, he or she may file a challenge to MNA's accounting. Such a challenge must be filed within 30 days of receipt of MNA's accounting. Receipt shall be presumed to have occurred no later than three days after the notice is mailed to the employee's address as shown in MNA's records.

Challenges must be specific, and must be made in writing. Challenges must be received by MNA at the same address listed above in section 2 within the 30-day period to be valid. Challenges not sent or delivered to that address are void.

Valid challenges, if any, will be submitted jointly to an impartial arbitrator appointed by the American Arbitration Association. MNA will bear the cost of such a consolidated arbitration; challengers are responsible for their other costs, such as their travel expenses, lost time, and legal expenses, if any. Specifically challenged portions of the agency fee may be placed in escrow during the resolution of a challenge. MNA may, at its option, waive an objector's agency fee rather than provide an accounting or process a challenge. ■

Notice of Dues Review – NO Change

This notice is to inform All MNA members and agency fee payers that per MNA dues policy the maximum and minimum dues have been reviewed. Based on this review, the current minimum dues rate will remain unchanged 69.42. The current maximum rate will remain unchanged 89.62. All associated dues categories or fees will be adjusted as per policy. For more information please contact the MNA's Division of Member Services at 781-821-4625 or membership@mnarn.org



A NURSE'S PLEDGE

for the 21st Century



In fellowship with the Nurses here joined, with respect and gratitude for those who have served before me, and in faith with those who will follow, I make these promises:

I commit to Nursing as a healing profession. I will use the Science and Art of Nursing to improve functioning, alleviate suffering, and promote wholeness and integrity of being, whether cure is anticipated or not.

I will honor the Nurse-Patient relationship as the locus for healing, and enter into it unreservedly while maintaining boundaries that respect privacy and foster trust. I will maintain the ethical principles of beneficence, nonmaleficence, fidelity and veracity, guarding the patient's right to autonomy and seeking justice for all in my care. I claim the same duties and rights for myself as a condition of our common humanity.

I will collaborate with all team members to deliver the highest quality care possible, assuming and delegating tasks responsibly, observing, assessing, and evaluating the patient's response in order to guide and revise the plan of care.

I will use technology mindfully, never forgetting that I am the primary and ultimate vehicle for assuring the patient's safety.

I will protect Planet Earth as our home, knowing that fresh air, clean water, sunlight, nutritious food and companionship are the birthright of all and essential to the maintenance of our collective and individual health.

I will work for social justice and equity, opposing systems that support disparities and structural inequalities, and seeking to identify and eliminate my own implicit biases.

I will endeavor to mentor even as I continue to learn, to grow, and to share in the advancement of the profession I love.

And I will hold hope for the future. Above all I will heed the admonition of our Sister, Florence Nightingale, "Live life while you have it. Life is a splendid gift – there is nothing small about it."

